

1     **IN THE CLAIMS**

2             This listing of claims will replace all prior versions and listings of claims in this application.

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4     --1-39. (**Cancelled**)

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6     40. (**Previously Presented**)   A method for providing a store compensation system using network-  
7     based computer software applications to integrate and manipulate employee payroll and human  
8     resource information to determine and monitor employee compensation for single or multi-location  
9     companies, wherein said method comprises the steps of:

10             inputting employment data into a computer system for at least one employee;

11             recording sales transaction data in a computer system for said employee;

12             uploading said transaction data to a central database;

13             calculating compensation due to said employee based on said transaction data;

14             recalculating said compensation at predetermined times; and

15             providing said compensation due at predetermined times for display;

16             wherein said computer system stores said transaction data and performs said calculating; and

17             wherein said central database performs said recalculating to determine accuracy of said  
18     compensation.

1     **41. (Previously Presented)** A method according to claim 40, wherein said method further  
2     comprises the step of:

3             using said employee data for each said employee to create a compensation plan for  
4             each said employee.

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6     **42. (Original)** A method according to claim 41, wherein creating said compensation plan comprises  
7     the steps of:

8             determining business labor rules;  
9             establishing relationships for said transaction data to calculate commission earnings;  
10            establishing overtime parameters; and  
11            establishing commission earnings parameters for each said transaction data.

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13    **43. (Original)** A method according to claim 42, wherein said establishing commission parameters  
14    comprises the steps of:

15            selecting commission plan detail from a setup menu;  
16            selecting parameters for a plurality of commissions and incentives;  
17            selecting restrictions for each said commission parameter;  
18            identifying sales transactions;  
19            determining the quantity of said sales transactions; and  
20            computing said commission.

1      44. **(Original)** A method according to claim 42, wherein said establishing relationships comprises the

2      steps of:

3                      configuring merchandise departments;

4                      grouping said departments in clusters; and

5                      assigning values to each of said clusters.

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7      45. **(Previously Presented)** A method according to claim 44, wherein said configuring comprises

8      the steps of:

9                      selecting a department to which said transaction data applies;

10                     selecting a description of said merchandise associated with said transaction data;

11                     selecting a commission code for said merchandise; and

12                     determining commission eligibility of said merchandise;

13                     wherein said commission code corresponds to commission type for said merchandise, and

14                     wherein said determining commission eligibility fixes said compensation calculations.

1       46. **(Original)** A method according to claim 40, wherein said inputting comprises the steps of:

2               selecting setup from a main menu;

3               selecting a compensation plan;

4               selecting to add employee data;

5               inputting a code corresponding to a location for said employee;

6               inputting a job function code;

7               inputting a compensation state type code; and

8               inputting a compensation geographic area.

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10       47. **(Previously Presented)** A method according to claim 40, wherein said recalculating occurs at  
11       least biweekly.

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13       48. **(Original)** A method according to claim 40, wherein said recalculating comprises the step of:

14               comparing said calculated compensation with historical compensation for said employee

15               to determine if said calculated compensation is consistent with said historical

16               compensation.

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18       49. **(Original)** A method according to claim 40, wherein said calculating compensation  
19       comprises the step of:

20               polling said transaction data.

1     **50. (Previously Presented)** A method according to claim 40, wherein said recalculating  
2     compensation further comprises the step of:  
3             adjusting said calculated earnings; and  
4             recalculating said calculated earnings.

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6     **51. (Original)** A method according to claim 40, wherein changes to said calculating compensation  
7     may be made manually.

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9     **52. (Original)** A method according to claim 40, wherein said method further comprises the steps of:  
10            inputting employee hours into said computer system;  
11            loading a sales history table from said computer system;  
12            determining a pay period for said sales transaction data;  
13            inserting said sales transaction data and historical sales transaction data into an  
14               employee recalculation table;  
15            performing said recalculating; and  
16            inserting said sales transaction data into said sales history table.

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18     **53. (Original)** A method according to claim 40, wherein said display is via a monitor.

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20     **54. (Original)** A method according to claim 40, wherein said display is via a printed report.

1     **55. (Withdrawn)**     A system for calculating employee compensation, wherein said system  
2     comprises:

3                     means for inputting employee data into a central database;

4                     means for inputting transaction data into said central database;

5                     means for creating a compensation plan for each employee; and

6                     means for generating an employee job table from said employee data and said  
7                     transaction data; and

8                     means for calculating compensation due to said employee;

9                     means for recalculating compensation at predetermined times;

10                    wherein said means for creating uses said employee data and said transaction data input into the  
11                    system to create said compensation plan; and

12                    wherein said system uses said compensation plan to calculate said compensation.  
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14     **56. (Withdrawn)**     A system according to claim 55, wherein said compensation plan comprises  
15     incentives.  
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17     **57. (Withdrawn)**     A system according to claim 56, wherein said incentives are established on the  
18     basis of quantity sold.  
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1     58. **(Withdrawn)**     A system according to claim 56, wherein said incentives are established by  
2     selecting a department group, an earnings code, a type of sale, a type of incentive program, a sequence  
3     number, and a commission percentage corresponding to an appropriate sales volume and price.

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5     59. **(Withdrawn)**     A system according to claim 58, wherein said commission percentage is  
6     dependent on said sales volume.--